

# RELATIONSHIP BETWEEN STUDENTS AND TEACHERS WITH RESPECT TO THEIR BEHAVIOR AND LEADERSHIP

<sup>1</sup>Anita Singh, <sup>2</sup>Dr. Rajender Joshi, <sup>3</sup>Swadesh Ranjan Sanbighna

<sup>1</sup>Associate Professor, Govt. College, Panchkula

<sup>2</sup>Associate Professor, Jain Girls College, Bikaner

<sup>3</sup>Research Scholar, CMJ University, Shillong, Meghalaya

## ABSTRACT

*Student's achievement refers to the degree or level of success or that of proficiency attained in some specific or general area concerning scholastic or academic work. It is a complete behavior and is not an un-dimensional phenomenon but a multi-dimensional activity. It helps the students as well as teachers to work hard and learn more. It helps the teachers to know whether or their teaching is effective or not and bring improvements accordingly. According to Stephence (1956), "Most people would deplore emphasis on academic matters that exclude all other facts of developments. Hardly any one, however, would advocate any real neglect of academic skill. For one thing the future life that we visualize for each child will be impossible unless he has some skill in intellectual and scholastic arts."*

## INTRODUCTION

The greatest malady affecting India today is the crisis of character. The youth are losing their idealism and are living in a spiritual vacuum. Under such circumstances true education can save the society and can give it stability and continuity. Education is, globally, being perceived as the stake of critical significance, capable of modifying the economic scenario and transforming the dreams of millions for a better quality of life into an achievable reality. Quality improvement in an educational system largely depends on the quality of its leaders. Education in general and school education in particular should be quality oriented; since only quality education can make people useful, productive and prudent, The virtues of quality education have been recognized by all.

There is an urgent need to have competent persons who could cope with the changing circumstances and guide their pupil to fit in this metamorphic atmosphere. This requires effective leadership behaviour of heads to suit to the new circumstances. Because he is the centre of the whole organization of the school. We may call him a referee-the captain of the ship-the boss of the firm-a juvenile judge before whose tribunal comes not only the culprits but the adults who frequently contribute to the pupils' shortcoming. He is a promoter who must project the future of the institution. He is a social physician to every parent who has a wayward son who needs attention. Unless he has a seeing eye, an understanding heart and an all adjusting mental poise, he is bound to falter and tumble.

Leader should be firm in his dealings, resolute in his convictions and decisions. The success of the school system depends on his ability and skill as a sound and effective educational leader. The success or failure of the school depends upon its Headmaster “As is the Headmaster, so is the school.” Great Headmasters make school great.

Quality improvement in an educational system largely also depends on the quality of its teachers. Gone are the days when only born teachers were inducted into the job. Today with the expansion of the system in both quality and variety, large numbers of teachers with varied background have entered the profession without adequate and sufficient professional preparation.

Teaching is the most arduous and complex profession for the very fact that unlike artisans and craftsman, a teacher deals with the most sensitive of the subject matter, i.e. human child. The task of a teacher has always been held in high esteem. The success of a teacher depends not only what he is, but what he does. Moreover, a teacher is completely responsible for child’s instructional programme in assessment of his capacity to provide new knowledge and evaluate as to how much the child has learnt. Not only has the future of our children and our country but the destiny of the world lain in the hands of the teacher to a large extent.

Students Academic Achievement has always been a crucial point and main focus of educational research. It plays vital role of importance in almost all walks of life science, engineering, medical, literature, agriculture, education and politics etc. From the beginning of one’s life, academic achievement creates a challenge for every pupil at all levels of education.

## **REVIEW OF LITERATURE**

**Good Writes**, “Achievement means accomplishment or proficiency of performance in a given skill or body of knowledge” He defines it an knowledge obtained a skill developed in the school subjects usually designated by a test score are by the marks assigned by a teacher or both.

According to Random House Dictionary of English language “academic achievement has been defined as” something accomplished a especially by superior ability. Special afford and great value”.

**Freeman says** “A test of education of achievement is one designed to measure knowledge understanding of skills on a specified subjects or group of subjects. The test might be restricted to a single subject, such as arithmetic fielding a separate score for each subject and a total score for the several subjects combined.

Different psychologist has defined academic achievement differently, but the investigator has taken the meaning of academic achievement as measure by the final examination marks obtained in the previous class annual examination.

**Kinkas** and other point out that academic achievement are an aspect of behaviour and an important aspect to students who are engaged in the process of education and it depends upon its degree of effectiveness for maximum performance.

The academic achievement is regarded as the educational growth of an individual or group of people through a process of regular educational instruction. The term academic achievement is the coinage of the great Greek philosopher Plato (427-347 B.C.). According to him, achievement means the attainment level of which a student functions in his short task through a regular curriculum in a fixed place to which his named as academic.

## **MATERIAL AND METHODS**

- (1) There exists positive significant correlation between leadership behaviour of heads and job-satisfaction of teachers.
- (2) There exists significant difference in the academic achievement of students on the basis of high and low job-satisfaction of teachers.
- (3) There exists significant difference in the academic achievement of students on the basis of effective and less effective leadership behaviour of heads.
- (4) There exists significant difference in the academic achievement of students on the basis of sex of heads.
- (5) There exists significant difference in the academic achievement of students on the basis of experience of the heads.
- (6) There exists significant interactional effects between teacher's job-satisfaction, leadership behaviour and sex of heads on academic achievement of students at secondary level.
- (7) There exists significant interactional effects between sex of the heads, their leadership behaviour and their experience on academic achievement of students.
- (8) There exists significant interactional effects between teacher's job-satisfaction and experience of heads on academic achievement of students.

Sampling is both necessary and advantageous. Taking a complete census is generally both costly and difficult. It is also not feasible to control each and every element of the population within a narrow range of time.

Sample is small representation of large whole. The size of the sample should be so selected that it is adequate and representative of the population from which it has been derived.

The largest population in the present investigation covered all the secondary schools of Hisar district of Haryana. It was not possible to encompass the entire population. So only 14 schools were selected randomly. But finally four schools did not respond and, therefore, data collection was done from 10 schools only. From each school 10 teachers and 20 students were taken randomly. All the heads of the schools were also included in the present study for the purpose of their demographic information.

Aggregate percentage of marks, of previous examination conducted under the Board of Secondary Education, Haryana, of 200 students from 10 schools - 20 students from each were taken as the sample of the present study.

## **RESULTS**

1. Leadership behavior of the head is positively correlated with teachers' job-satisfaction. It means both of them are closely related. Leadership behavior of the head played an important role for teachers' job satisfaction.
2. Teachers' job satisfaction has significant effect on students' academic achievement. The schools having high teachers' job satisfaction bring in higher academic achievement as compared to schools with low teachers' job satisfaction.
3. There exists significant difference in the students' academic achievement as they belong to schools having effective and less-effective leadership behavior of heads. The schools with effective leadership behavior bring higher achievement of students as compared to schools with less effective leadership behavior of heads.

## **DISCUSSION**

An important and crucial aspect of a research project is the survey of related literatures, which means to locate, read, evaluate the past as well current literature of research concerned with the planned investigation. According to Best, "The research for reference material is time consuming but fruitful phase of investigation. A familiarity with the literature on any problem area helps students to discover what is already known, what others have attempted to find out, what methods of attack have been promising or disappointing and what problems remained to be solved". In other words, the related literature is worthwhile for an effective piece of research.

## **PROPOSED RESEARCH WORK**

It has now come to be recognized that the successful academic leader plays an important role in the development and success of the institution. His personal characteristics and traits are very influential in determining the attitudes and reactions of the pupils and members of the staff toward the activities of the school. Performance of the different roles by the principal is an arduous task but an important criterion is to create a conducive organizational climate for teachers' job-satisfaction and pupils' better academic achievement. As the number of students and teachers of any institution increases year-by-year due to population growth, the degree of difficulties of controlling an institution also increases. For this the principal has to have full knowledge of his varying roles and responsibilities to carry out his mission with the utmost he is able to inspire his associates and collaborates with the desire to work co-operatively for the goals for which the school stands.

## **CONCLUSION**

It has now come to the recognized that the successful academic leader plays an important role in the development and success of the institution. His personal characteristics and traits are very inflectional in determining the attitudes and reactions of the pupils and members of the staff toward the activities of the school. Performance of the different roles by the principal is an ardent task but an important criterion is to create conducive organizational climate for teachers' job-satisfaction and pupils' better academic achievement. As the number of students and teachers of any institution increases year-by-year due to population growth, the degree of difficulties of controlling an institution also increases. For this the principal has to have full knowledge of his varying roles and responsibilities to carry out his mission with the utmost he is able to inspire his associates and collaborates with the desire to work co-operatively for the goals for which the school stands.

## **FUTURE WORK**

The following suggestions may be considered for the further studies:

1. The study may be conducted in other districts of Haryana taking more sample.
2. The study may be conducted at primary, higher secondary and at college levels also.
3. A comparative study of the primary and secondary levels may be conducted.
4. Similar studies may be conducted by taking other variables like organizational effectiveness, locus of control and other demographic variables.
5. Similar studies can be tried in other states and then the results obtained can be verified.

## **REFERENCES**

1. Abrahan, A. (1994). „Job Satisfaction and Teachers effectiveness” A study on college teachers” Indian Journal of Psychology and Education, Vol. - 25 (1 &2) pp-61-64.
2. Adval, S.B. (1976). „Teacher Education, Problems and Prospective,” New Delhi, NCERT.
3. Aggarwal Y.P. (1998). „Statistical Methods” New Delhi, Sterling Publishers Private Limited.
4. Aggarwal Y.P., (1998). The Science of Educational Research, Nirmal Book Agency, Kurukshetra.
5. Aggarwal, M. (1991). „Job Satisfaction of graduate teachers in relation to some demographic variables and values” In 5th Survey of Research in Education by M.B. Buch.
6. Aggarwal, V. & Bhatnagar, R. P. (1997). Educational Administration: Supervising, Planning & Financing” Surya Publication, Meerut.

7. Aggarwal, V. & Bhatnagar, R.P. (1997). „Educational Administration : Supervising, Planning & Financing“ Surya publication, Meerut.
8. Aggarwal, Y. P. (1998). "Statistical Methods" New Delhi, Sterling Publisher Private Limited.
9. **Amaranth, (1980)** Comparative Study of the Organizational Climate of Government and Privately Managed Higher Secondary Schools in Jalandhar district, Ph.D. Edu, Pan. U.
10. Anand, C. L. & M. S. Padma (1987). Correlates of Achievement-A trend Report” In M. B. Buch (ED), Third Survey of Research in Education (1978-1983) New Delhi: National Council of Educational Research and Training.
11. Arena, A. E. (1983) ."Principals” Leadership Styles, and School Climates of Instructionally Effective Public Secondary Schools in New Jersey. Dissertation Abstracts International, Vol. 44. No.7, January1984, p.1979-A.
12. Ash, P. R. (1983)."An Investigation of Organisational Climate: Definition, Measurement and Usefulness as a Diagnostic Technique”. Dissertation Abstracts International, Vol.44, No.12,June, 1984, p.3787-A.
13. Ausekar, P. (1996).“ A study of job satisfaction among teachers working in Govt. and Private secondary schools“ Indian Educational Abstract Issue - 4. Jan. 1998. NCERT.
14. **Awasthi, J.N. (1981)** A Administrative Problems of Principals of Affiliated Colleges of Avadh University, Faizabad, Ph.D. Edu., Avadh U.
15. **Bajpat, M.A. (1984)** Study of the Administration of Secondary Education in Uttar Pradesh after Independence, Ph.D. Edu. Khan, University.
16. **Baliya J.N. (2007)** A Study of Administrative Styles of Principals of Colleges of Education, Indian Journal of Psychometry and Education, vol. 38(1), January, 2007, 21-25